

Indiana Department of Labor

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Civil Rights Act of 1964

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color or national origin by a private employer, state or local government or educational institution with 15 or more employees for 20 or more weeks a year.

If you think you have been discriminated against because of your race or ethnicity, you may file employment discrimination charges as an individual or as part of a group (known as "class action") with the Equal Employment Opportunity Commission. The charges must be filed on an EEOC form within 180 days of the alleged discriminatory act. If you are represented by a union, contact your union steward, who can help you file charges. Federal employees must file discrimination charges within their own agency.

You can file a charge in person, by mail or by telephone by contacting the [nearest EEOC office](#), or call 800-669-4000 for more information (800-669-6820 for the hearing impaired). All charges must include:

Your name, address and telephone number.

Your job title.

A brief description of the problem.

When the incident(s) occurred.

The type of discrimination you encountered.

For more information, visit the [EEOC question-and-answer page about discrimination](#).

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